

N 346

SHANGHAI MUNICIPAL POLICE.

SHANGHAI MUNICIPAL POLICE
SP. BR. REGISTRY
346

S.I. Special Br.

REPORT

Date October 24, 1940.

Subject Lee Ming Weaving, Printing & Dyeing Factory (American Concern)

- Mediation in labour dispute.

Made by D.I. Kao Yen Ken

Forwarded by D. I. Crawford

An agreement was reached through Police mediation, and the paying off of 28 of the 32 coolies was made on October 16. They left the godown premises at Lane 9, 4 Taiwan Road, on October 17. The four other coolies have not yet been paid because it was found that machine accessories to the value of \$1,000 are missing. The management is investigating the loss at present and payment to those men has been suspended until the matter is cleared up.

Efforts were continued to bring about a settlement in the payments to be made to the 38 staff employees and a mediation meeting was convened for 10 a.m. on October 20 and 21, but the delegates representing the employees failed to appear. The management were annoyed at the attitude adopted by those employees and stopped supplying free food and lodging to these employees. The management also suspended negotiation and on October 22, addressed a letter to the undersigned a translation of which is given hereunder :-

Lane 9, 4 Taiwan Road,
October 22, 1940.

D.I. Kao,
Special Branch,
S.M.P.

We appreciate your efforts in the mediation in the labour dispute in our factory. It has lasted for fifty days. Although the part concerning the coolies has been settled, the staff employees still adopt an embarrassing attitude. They failed to attend

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the meetings on two occasions and it is obvious that they are not sincere in their negotiation for a settlement. It is impossible for you to continue to mediate. The management is to publish a notice this morning (October 22) notifying the staff employees that they will be paid off in accordance with the Factory Law. Each employee will receive a gratuity equivalent to 6 months' wages and a repatriation fee of \$30.00. From October 24, the management will stop supplying free food and lodging to these employees. The place they live in is our godown (Lane 9, 4 Taiwan Road), and in anticipation of trouble on and after October 24, we request that Louza Station be informed and afford adequate protection.

Lee Ming Weaving, Printing
& Dyeing Factory (chopped)?

The staff employees still demand 12 months' wages and a repatriation allowance of \$30., but the management were willing to issue only 8 month's wages and a repatriation allowance of \$30. Now in their notice and also in the letter they state they will only pay 6 months' wages and a repatriation allowance of \$30.

On the morning of October 22 and 23, two of the three delegates of the employees visited headquarters and requested further mediation. They, however, refused to give way in their demands and failed to give a satisfactory answer as to their failure to attend mediation on

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October 22 and 23. Enquiries show that the 38 employees have been divided into two cliques. One is led by the missing delegate named Yih Ts-hong (葉志昂), who favours an early and reconciliatory settlement, while the other is supported by Chwang Hou-teh (章厚德) Chief of the General Affairs Department. This latter person is at the back of the agitation and is using the employees to postpone a settlement and thus embarrass the management. He is also a shareholder of the factory and has personal grudge against the Manager Ma Sao-t sien (馬少荃). It is learned that Ma about a month ago filed in a charge against Chwang Hou-teh for misappropriation, and he is now in hiding.

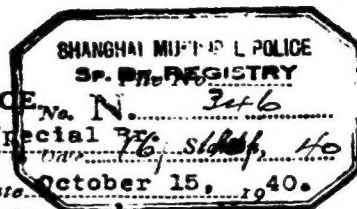
In view of the situation, mediation is now deadlocked.

C. 24
10.

Kao Yen-ken
D. I.

D.C. (Crime and Special Branches).

SHANGHAI MUNICIPAL POLICE



REPORT

Subject Lee Ming Weaving, Printing & Dyeing Factory (American concern)
- mediation in labour dispute

Made by D.I. Kao Yen Ken Forwarded by D. I. Crawford

17
1940

In connection with the labour dispute in the Lee Ming Weaving, Printing & Dyeing Factory, with an office at 470 Hankow Road, a godown at Lane 9, 4 Taiwan Road and a factory at 295 Chueh Meng Road Nantao, wherein the employees demand a retiring gratuity equivalent to 2 years' wages against 5½ months' as granted by the management, efforts were made to effect an amicable settlement. Only on October 15, when representatives of both parties attended Police Headquarters at 11 a.m., a partial settlement was reached. The employees affected, numbering some 70, are divided into two parts, the coolies and the clerks and staff-employees. The present settlement affects the coolies, numbering 32, only. It was mutually agreed that the coolies be given a retiring gratuity equivalent to 6 months' wages and a repatriation gratuity of \$30 each and a relief allowance equivalent to one to 3 months' wages. It was also arranged that these 32 coolies should go in four separate groups to the residence of the Acting Manager Loh Chia-ts, Lane 355, 7 Rue Prelupt, at 10 a.m., 12 noon, 2 p.m. and 4 p.m. on October 16 respectively for their remuneration and all coolies should leave the godown premises at Lane 9, 4 Taiwan Road, by the morning of October 17.

With regard to the clerks and staff employees, the management has now promised to give them 8 months'

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(S.B.) REGISTRY

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wages and a repatriation allowance of \$30 each, but the employees are demanding 12 months' wages and a repatriation allowance of \$30. Further efforts are being made to bring the two parties together.

The 32 coolies and 38 staff employees still reside at Lane 9, 4 Taiwan Road. They are quite orderly and no trouble is expected.

The delegates attending the mediation meetings are :-

Management:

Acting Manager : Loh Chia-ts
(陸家驥).

Employees :

Chief of Dyeing
Section : Yih Ts-hong
(葉志昂).

Clerk : Wong Shun-shing
(王順興).

Chief of Finish-
ing Section : (戴錦).
Tai Yung

coolie : Ma Chao-sung
(馬朝升).

C. 15/10.

15/10

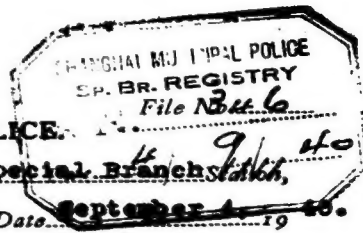
Kao Yen-ken
D. I.

D. C. (Special Branch).

W.H.K.

FM. 2
G. 40M-1-40

SHANGHAI MUNICIPAL POLICE



S.I. Special Branch

REPORT

Date September 4, 1940

Subject Lee Ming Weaving, Printing & Dyeing Factory (American Concern) -

employees appeal to Special Branch for mediation.

Made by D.I. Kao Yen Ken Forwarded by D.S.I. Logan

At 10 a.m. September 3, Li Wei-sung (李維生) claiming to represent some 70 employees of the Lee Ming (李明) Weaving Printing & Dyeing Factory, called at Special Branch and submitted a petition. This factory is situated at 295 Chueh Meng Road, Nantao, but has an office at 470 Hankow Road, and Lane 9, 4 Taiwan Road.

The petition states that the factory closed down on July 1, 1940, and that the 70 employees were ejected from the factory premises by a number of Japanese and policemen of the Nantao authorities at 5 p.m. September 2. Owing to their having no other abode in Shanghai, the employees proceeded to the Sales Office at 470 Hankow Road, where they are now staying. The petition requests mediation in a dispute over retiring gratuities. A full translation of the petition is forwarded as an appendix.

In this connection, Loh Chia-ts (陸家非), acting Manager of the factory, who is a lawyer by profession with a private residence at Lane 355, 7 Rue Frelupt, was communicated with. He stated that the management had decided to discharge all of the 70 employees. The workers demanded a retiring gratuity equivalent to 2 years' wages, while the management agreed to issue 5½ months' wages. He promised to consider the matter further and agree to mediation if the Police should the latter be willing to undertake same.

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With regard to the employees staying on the premises at 470 Hankow Road, he stated that he would withhold objection pending mediation. He also agreed to supply them with free food for the time being. At present, 50 are staying in the Sales Office at 470 Hankow Road, and the remaining 20 in the godowns at Lane 8, 4 Taiwan Road.

It has been arranged that representatives of both parties attend Special Branch at 10.30 a.m. September 4, when the case will be further studied and a settlement arranged.



D. I.

12/24
D.C. (Special Branch).

APPENDIX

Translation of a petition addressed to Special
Branch from employees of the Lee Ming Weaving, Printing
& Dyeing Factory. September 3, 1940.

Special Branch,
S.M.P.

Sirs,

We beg to request assistance and mediation.

We are employees of the Lee Ming Weaving, Printing & Dyeing Factory, (American concern), Nantao. Following September 1937, when the factory was reorganized, the employees were issued with half pay. In October, 1939, the factory intended to re-open and, starting from that month, the employees were given full wages. On June 21, 1940, the management issued a notice that with effect from July 1, 1940, payment of employees would be stopped. Owing to the high cost of living, the employees requested the management to issue pay, but negotiations for two months did not secure any result. During that period, issue of food by the management was suspended for some time. At 5 p.m. September 2, a number of Japanese and policemen of the local official organs, at the instance of the management, suddenly ejected all the employees from the factory premises. As the majority of the employees are natives of inland places and have no relatives or friends in Shanghai, they had to proceed to the Police Office, 470 Hankow Road, for the time being. As there is a total of some 70 persons concerned, which may affect Police regulations, we beg to make this report and further request assistance in mediating for an amicable settlement.

Employees of the Lee Ming Factory.

18-9-40 P.M.

San Wan Pao, Shin Pao of September 18th. (Advertisement)

Superintendent Ko Tung-yi Advises Members of Staff of Lee Ming Weaving, Printing and Dyeing Works

According to the notice published by you in the advertising columns of the newspapers, the factory has stopped supplying food. At the end of July, there was about \$3,200 in the factory. You received your pay in August.

How can your food supply be stopped? The factory workers were repatriated in the month of May and it is not right to say that they are workers of the factory, as stated in the notice. The persons who came to my residence disturbed my family at tiffin and were dispersed by the French Police, as I was compelled to report to them. It does not mean that I have any bad feelings for you. There is no reasonable ground for the men to say that the factory has no power to investigate about its own money and that the members of the staff can detain the factory documents. There are thousands and thousands of factories in Shanghai, and if all the staffs of the factories in Shanghai behave like you, who will ever want to operate factories. Your demands are very surprising and will not attract the sympathy of the public. After my graduation, I worked in this factory on my first job. In the belief that Tsung Hsu-tuh is my dead father's apprentice, I trusted him in everything. Unexpectedly, he has cheated you by claiming to be the representative of the proprietor. Furthermore, owing to his corrupt practices, he has made use of you to create troubles for the factory. After you leave the Lee Ming Weaving, Printing and Dyeing Works, you will have to find work at other places. It is hoped that you will repent at once, otherwise, your reputation will be ruined. Take my advice and do not act beyond the law.

Superintendent Ko Tung-yi of the Lee Ming Weaving, Printing and Dyeing Works.

CD 9/19/40
19/9

Dr. Kao

19/9/40

September 28, 1940.

Afternoon Translation

Sin Wan Pao, Shun Pao of September 17 (Advertisement)

LEE MING WEAVING, PRINTING AND DYEING WORKS REFUTES PETITION
OF THE WORKERS ASKING FOR HELP.

On September 12, we published a notice relating to the demand from the members of the staff for a repatriation allowance equivalent to five years pay. The statements in the notice published in newspapers yesterday by the members of the staff are not true.

On April 14, a seventh meeting was held by the directors at which Directors Loh (李) and Ting (丁) were appointed to undertake the responsibility of looking after the factory. On June 17, an eighth meeting was held by the directors at which it was resolved that all the members of the staff be retained without pay. After the publication of the latter report the members of the staff submitted demands for a repatriation allowance equivalent to five years pay which was rejected by the factory. At the end of July there was about \$3,200 in the factory. The members of the staff were paid in August. They stated that the factory had stopped their food supplies. We do not know what they mean by this. As the factory workers were repatriated in the month of May, it is not right to say that they are still workers of the factory, as stated in the notice.

Thong Hai-tuh (董海土), chief of the General Office, is guilty of corrupt practices. We have reported the matter to the Police, but he absconded before the arrival of the Police. This is the proper method of dealing with a matter and is according to law. It is ridiculous to say that we are making use of the Police as a means to intimidate members of the staff, as alleged in the notice published by them. The factory is a joint stock company. As it has been idle for two years, its loss may be imagined. It is not true that the factory had made large profits every year, as alleged in the notice published by the members of the staff. As they have sent a petition to the S.M.C. Special Branch for mediation, the factory is waiting for a lawful settlement. They have seized money belonging to the factory and are unwilling to hand over documents; thus nobody will believe them when they say that they have no place to which they could petition. At the present time, a section of the members of the staff has resigned and has published notices in the newspapers.

We publish this notice last, the public should again be misled.

The Lee Ming Weaving, Printing and Dyeing Works.

September 17, 1940.

afternoon Translation

Sin Wan Pao of September 14 (Advertisement) :-

AN APPEAL FOR HELP

The following appeal for help was published in the "Sin Wan Pao" of September 14 by the workers of Lee Ming Weaving, Printing and Dyeing Works (利明機織印染廠) :-

On June 21 the factory published a notice stating that employees would be retained without pay. We have since petitioned General Manager Ma Siao-zien (馬少先) asking for full pay, but without result. The factory has now stopped supplying food to the workers who are so depressed over the attitude of the general manager that they had to request General Director Tu Siau Ju and other directors for help by publishing a notice in the "Sin Wan Pao" on August 24, but to which they have received no reply.

At 5 p.m. September 2, several men of the Nantao organization came to the factory and drove out all the workers as if they were dealing with enemies. It was raining heavily at the time and all the workers had to leave the factory in the rain. As large numbers of the workers have no homes or relatives or friends in Shanghai, they had no place to go to. Their distress can be imagined.

The factory was opened 7 years ago. The general manager Ko Kyi-chen (柯啟申) did good work. In less than three years, he had increased the capital from \$160,000 to \$500,000 and had opened the Bleaching and Dyeing Departments and the Printing Department. The factory was developing rapidly. Unfortunately owing to the Sino-Japanese hostilities in Shanghai in 1937, the machinery had to be removed into the Settlement.

At this time Ko Kyi-chen, the general manager, died and Ma Siao-zien took over control on the ground that he was a close relative of Ko Kyi-chen. In the meantime the workers asked for the re-opening of the factory and Ma Siao-zien, as general manager of the factory, reorganized it in September 1938. He decided to remove the machinery to Nantao and to incorporate the factory under United States law. The workers helped to remove the machinery to Nantao and installed them in February, although living conditions in Nantao at that time were very inconvenient. Although the factory could not start work in Nantao for certain reasons, the office in the Settlement continued transactions. Last year the factory bought cloth materials and resold them after dyeing them in the other factory. The net profit made was about \$70,000. The stocks, dyes, chemicals, cloth and machinery handed over by the former company were worth \$1,000,000 according to present day valuation. Since the reorganization of the factory the workers issued the workers only half pay and full wages were given only from October of last year. The average wage of a worker is about \$20. The workers have been working in the factory since its establishment.

Owing to the high cost of living, the general manager, if he has a conscience, should have some pity for the workers and protect them, but instead of doing so he has driven the workers out of the factory and asked the Police to arrest their representative; he is thus making use of the Police as a means to intimidate the workers. The workers are doing their duty, and apart from the reasonable demands sent in, they have no other desires.

P. T. O.

13-9-4 P.M.

Sin Wan Pao and Shun Pao (Advertisement) :-

**FIVE MEMBERS OF STAFF OF LEE MING WEAVING
WORKS RESIGN FROM UNION**

The factory having published a notice that members of the senior staff would be retained without pay, a number of workers made certain demands owing to the high cost of living. Tsong Heu-tuh (宋 侯 土), chief of the General Office, acting as representative of the factory, promised to issue repatriation allowances to the workers, ranging from 15 months to 7½ months.

About two weeks ago, Tsong Heu-tuh announced that he would join our union and accepted our offer to act as chief representatives of the workers. At first it was hoped that the dispute would be settled shortly, but in this we were disappointed. The factory's promise to pay to the workers 15 months repatriation allowance was denied by the management. After making a close investigation, we discovered the true facts. Under the circumstances, we are unwilling to be deceived any further.

We publish this notice to announce that we have severed our connection with the union. Henceforth, we will have nothing to do with the movement of the workers.

Furthermore Koo Sing-ngau (胡 生 剛), one of the undermentioned members of the staff, has found another job. On July 8, when Koo went to the factory to fetch his belongings, he was compelled to join the union. Tso Nyi-tuh (左 宜 土), also one of the undermentioned members of the staffs, is an apprentice. There is no reason for him to ask the factory for repatriation allowance.

This notice is published for general information.

Koo Sing-ngau, Tso Nyi-tuh and
three other members of the staff
of the Lee Ming Weaving, Printing
and Dyeing Works.

September 12, 1940.

Afternoon Translation.

Sin Wan Pao and Shun Pao (advertisement) of September 10 :-

14 Workers of Lee Ming Printing and Dyeing Works Resign
from Union

The reports appearing in the newspapers about the petitions of the workers of the Lee Ming Weaving, Printing and Dyeing Works are contradictory.

On August 20, wages were to have been issued to the workers of the No. 2 Factory, but the men were stopped from receiving their wages by the senior members of the staff, while those who had already received their wages were compelled to return them to the factory. The workers were assured by the chief representatives of the workers that better treatment would be sought for. Considerable time has elapsed yet no settlement has been reached. On account of the high cost of living, we are not in a position to follow (? the movement). Henceforth, we shall disregard the movement of the staff.

Wang Hwai-ching (王懷清), one of the under-mentioned workers, who is a representative of the workers, has already tendered his resignation.

This notice is published for information.
Beng Wei-chong (龐維聰), Wang Hwai-ching and 12 other workers of the Lee Ming Weaving, Printing and Dyeing Works.

S. T. Kao,

14/13/9

12-9-40 PM

Sin Wan Pao, Shun Pao, Chinese-American Daily News, National Herald :-

LABOUR DISPUTE IN LEE MING PRINTING AND DYEING WORKS

As the management of the Lee Ming Printing and Dyeing Works (241 T'ung Road), Nantao, had failed to carry out its promise to issue a discharge allowance, equivalent to 16 months' wages, some 80 workers sent representatives to open negotiations with the management for the observance of the promise. However, as the management agreed to issue a discharge allowance equivalent to only six months' wages, the negotiations broke down. The workers then requested the Industrial Section of the S.M.C. to mediate but the mediation has had no result, because the management is standing firm by its original attitude.

It is learned that as the workers are experiencing great difficulty in maintaining their livelihood, they intend to send representatives to call on Mr. Yu Yaching in a few days to request him to mediate.

Notice Issued by the Lee Ming Printing and Dyeing Works

Owing to special circumstances, work in our factory is still suspended. All the workers were repatriated in June with five months' repatriation allowance for each. A part of the staff will be retained without pay. One or two senior members of the staff, together with about 50 apprentices, wrote to the factory asking for five years' wages as repatriation allowance. This kind of unlawful demand is unprecedented. These men were dispersed by the French Police. On August 20, wages were to have been issued to the workers of the No. 2 Factory, but they were compelled to return their wages to our factory. Recently these men sent a petition to the S.M.C. Special Branch for mediation. Our factory agreed and are waiting for a lawful settlement. We did not ask any public organization to expel our workers. The staffs are now living in the Taiwan Road godown of our factory and are fed by the factory. We have done our best to support them. This notice is published for public information.

P. T. O.

D. I. Kao,

Aug 23/40

10-9-40 PM
Shun Pao, Sin Wan Pao :-

WORKERS OF LEE MING WEAVING, PRINTING AND DYEING WORKS
ASK PUBLIC BODIES FOR HELP

The workers of the Lee Ming (利明) Weaving, Printing and Dyeing Works have been expelled from the factory.

Representatives of the workers have petitioned the Chamber of Commerce, the Shanghai Citizens Federation, the Cloth Dealers Guild and other public bodies for assistance.

It is learned that as the workers have no homes or friends in Shanghai, they are now living in the factory's godown on Taiwan Road.

EMPLOYEES OF LEE MING WEAVING, PRINTING AND DYEING
WORKS EXPELLED FROM FACTORY BY JAPANESE SOLDIERS
AT THE REQUEST OF THE MANAGEMENT

The American-owned Lee Ming Weaving, Printing and Dyeing Works (利明機織印染廠) on Tsoh Meng Road (慈夢路) in Nantao had once removed its machinery into the Foreign Settlements following the outbreak of the present hostilities. Suggested by Ma Siao-chuen (馬少全), the General Manager, and a portion of Directors, the factory removed back to Nantao again. Due to the extraordinary conditions prevailing there, the factory is still suspending operations.

On June 15, the entire body of workers of the factory were repatriated with an issue of a discharge fund equivalent to the wages of five and a half months; the rice money due to the workers was also issued. On June 21, the management notified the employees and other workers remaining in the factory that their positions will be preserved but no wages will be paid to them. The employees opened negotiations with the management, which then promised to issue repatriation money to the workers equivalent to their wages of 15 months. However, on the next day, the management informed the employees and workers remaining in the factory that the No. 2 factory on Yenping Road will soon start operation and that they will be sent to work in the No. 2 factory; that the management will not discharge them so that they should wait calmly.

Yet several months have elapsed but there is still no news for the employees and workers to be transferred to work in the No. 2 factory. However, on the afternoon of September 2 when it was heavily raining, the management suddenly requested the Japanese soldiers in Nantao to expel all the employees and workers, more than 100 in number, from the factory premises. In order to maintain their livelihood, they have on September 2 petitioned the S.M.C. for assistance. Thus, D.I. Kuo Yen-keng (郭延敬) of the Special Branch has assembled the two sides for mediation, but, due to the strong attitude of the management, without success.

Fearing that their livelihood would sustain a serious blow if the present situation still remains unsettled, these employees and workers have determined to petition the Chinese Chamber of Commerce, the Citizens Federation and the Cotton Cloth Trade Guild for mediation in the hope that the management will keep its promise. Sympathy and assistance are also desired from the various circles so that the dispute can be settled early.